Institutionalizing Partnerships for Student Success: Lessons Learned from the Implementation of a Title V grant

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AGENDA

- Lessons learned when starting a new HSI grant
- Effective practices when facing challenges by institution
- Adapting services that fall within the scope of the project
- Group share: Discussion

- University of Texas at Arlington's first HSI grant
  - (FY 2015 competition)= $2.6 million

- Target Transfer and Sophomore student success

- **3 main components** address Student Success through
  - I.D.E.A.S. Center (in person services)
  - Efficient use of Technology
  - Faculty Development

YOU HAVE BEEN AWARDED! NOW WHAT?!

- Careful negotiation with numerous stakeholders is **critical**

- Implementation of the grant
    - Make a plan with your fellow grant PI's, staff, or partners
    - Year 1 = no seasoned staff/prior experience = Challenges!

- Identify roadblocks early – do not ignore them!

- Work diplomatically - Let's do Lunch / Coffee

- Educate colleagues, administrators, faculty

- Find "common ground" with others and build from there

- Start Institutionalizing in Year 1 / Year 2 of the grant

ALL TOGETHER NOW:
PARTNERSHIPS WITH EXISTING PROGRAMS

Identify Programs/People

- Academic Affairs

- Grant Administration & University Analytics

- TRIO Programs: Student Support Services, EOC, McNair

- University College departments:
  - University Studies / Interdisciplinary Studies degrees
  - Rising Sophomores (from Freshmen Advising office UAC)

- Others: Grant Evaluator; Experts at other HSIs

Be Strategic!

ADAPTING SERVICES TO MEET STUDENT NEEDS WITHOUT CHANGING THE SCOPE OF THE PROJECT

- **YEAR 2**
  - **Merged peer tutor and peer mentor into one peer educator position**
- **YEAR 3**
  - **Partnership with other support services to address service gaps**
  - **Embedded Math support in high D-F-W courses**
- **YEAR 4**
  - **Partnership with Accounting department to expand embedded peer educator role into ACCT 1 & 2 course (high D-F-W)**
- **YEAR 5**
  - **Accounting department adopts embedded tutoring model into curriculum**
  - **Full launch of online support services**

YEAR 6
- **ACCT embedded model and drop-in tutoring are institutionalized**
- **MATH embedded model gets a refresher and is relaunched**

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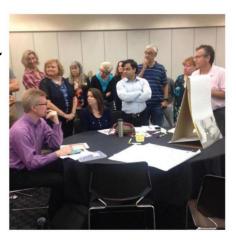
REFLECTIVE THOUGHTS

Top Challenges for Year 1 of Grant Implementation
*No prior scaffold to build from (institutional grant)

- Budget and Accounting (set up) issues
- Educating institution leaders about Grant restrictions
- Defining and coordinating the space
- Staffing – Hiring and on boarding staff
- Challenges engaging stakeholders
- KEEP YEAR 6 IN VIEW- Institutionalization

LESSONS LEARNED

- Identify gaps in services to prevent duplication (population served, time when services are offered) and build need for services

- Marketing strategies need to be explicit, sustained and revisited

- Cross-training of employees to build common language

- Supervision of services is key

LESSONS LEARNED

- Traffic growth is not immediate

- Importance of developing ownership of goals across stakeholders

- Expect the unexpected and have plans B-Z in mind

- Develop a culture of reflection among all employees involved

- Explore various data tracking mechanisms until finding the one that fits the project best

- Be open to unintended (positive) outcomes